

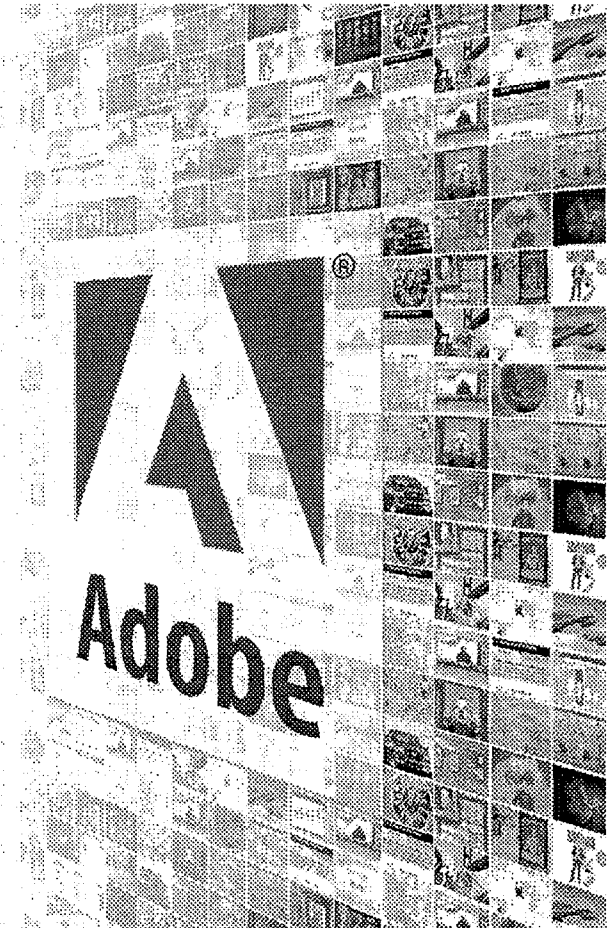
# **EXHIBIT 216**

to the Declaration of  
Lisa J. Cisneros in Support of  
Plaintiffs' Opposition Briefs

**REDACTED VERSION**

# Retention/Transition Guidelines

Human Resources  
Compensation  
June 2008



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EXHIBIT	216
WIT:	Morris
DATE:	8.21.2012
ANNE TORREANO, CSR #10520	

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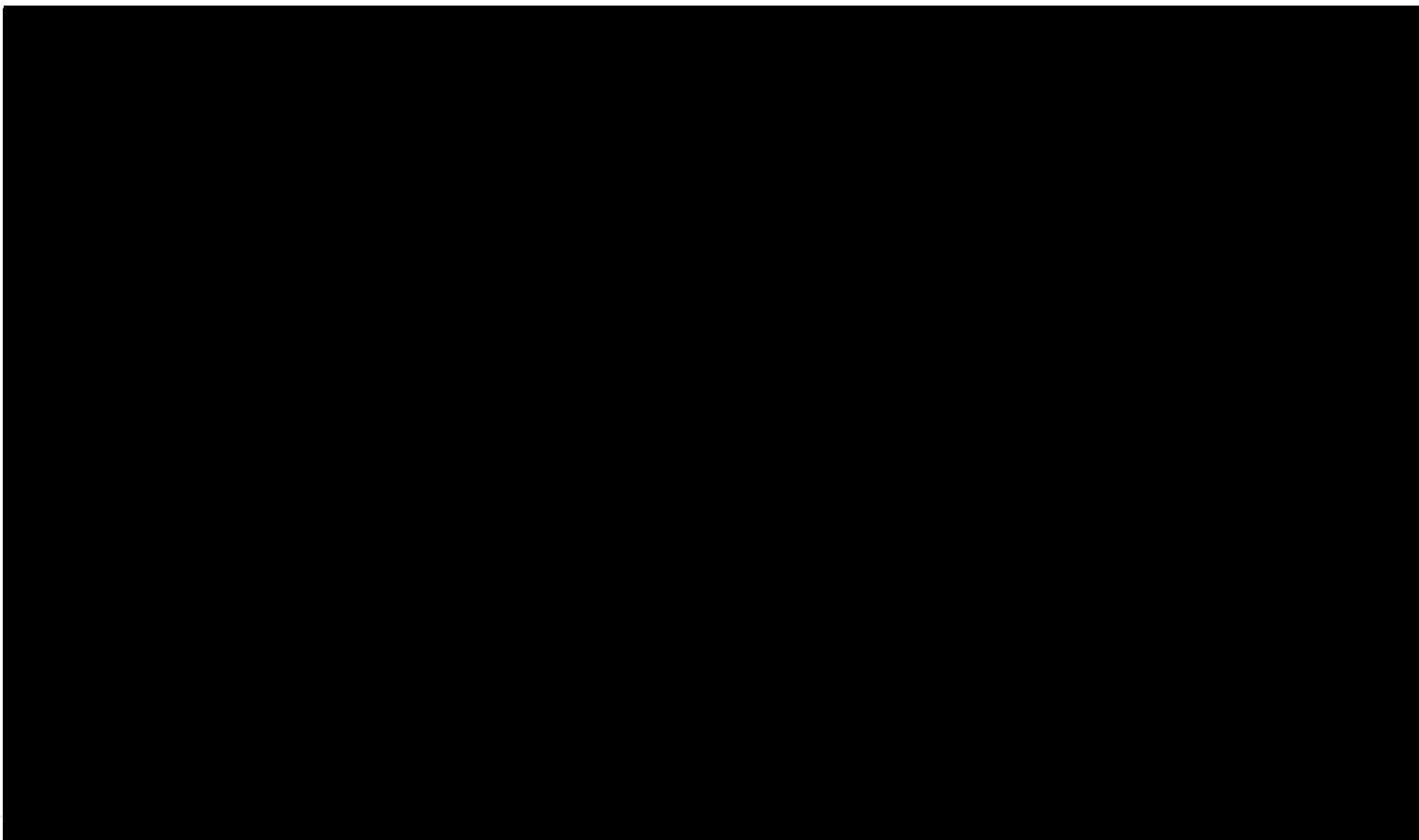
## Objectives

- Provide clarity on the various guidelines: retention, transition, counter offer programs and other one-off situations
  - What are they
  - When should they be used
- Provide a framework for consistency (not necessarily equality) across the company
  - Develop clear guidelines and documents that can be referenced

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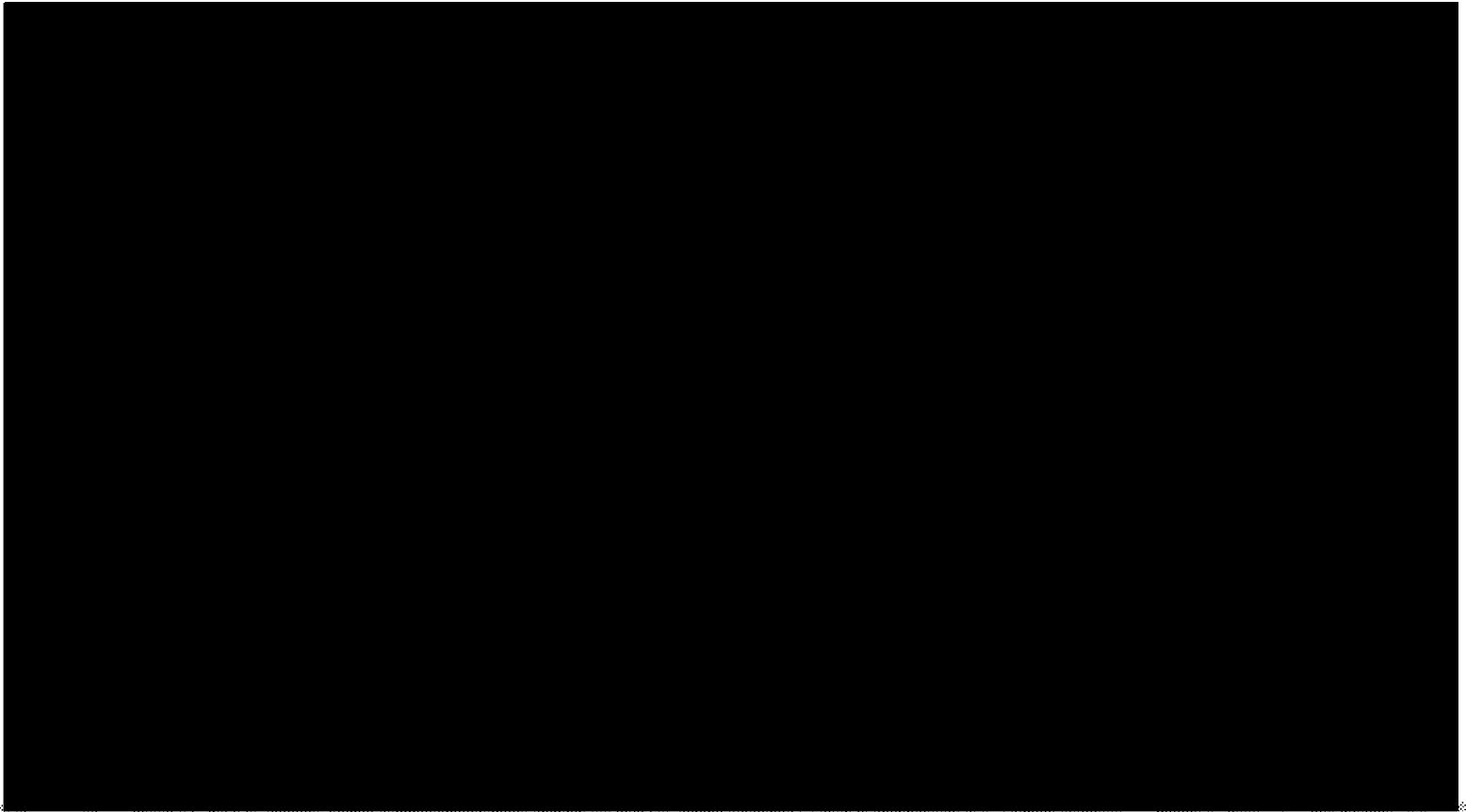
## Definitions

### ■ Transition

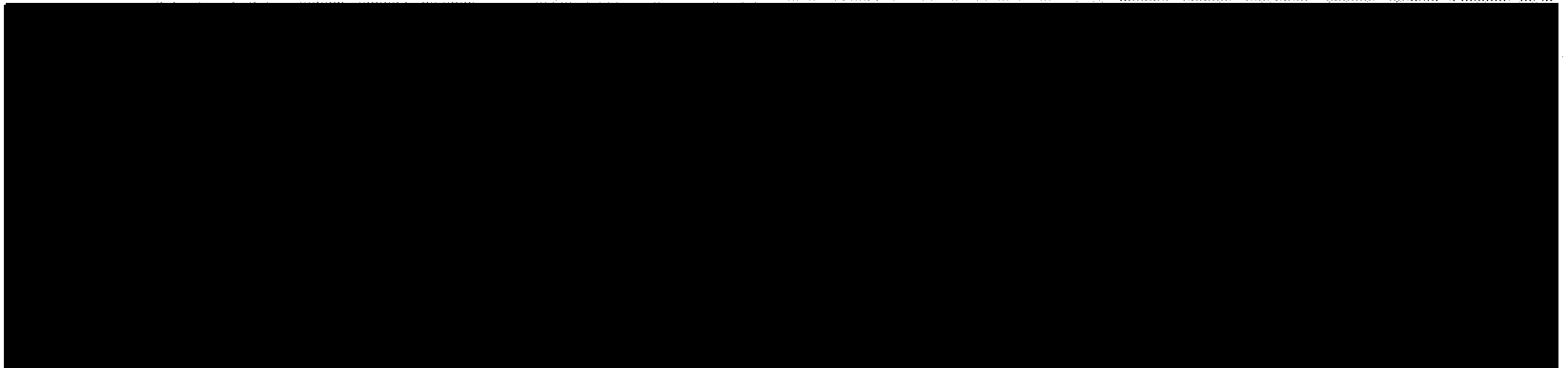


## Definitions

### ■ Retention



## Definitions



■ [REDACTED] internal equity should  
ALWAYS be considered

- Other

- Other one-off situations that do not fall into one of the above 3 categories will be handled on a case by case basis

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## Next Steps

- Gain agreement on objectives/definitions (Donna and Debbie by 5/31/08)
- Test with HR leadership (Donna's Staff by 6/15/08)
- Develop a detailed matrix and process document for review and approval (Kim by end of Q3)

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